

StarBurst

Your On-Line Resource Companion For and About DOE's Voluntary Protection Program

Value Added Assessment Completed

by Beverly Cook, EH-1



Recently, the Office of Environment, Safety and Health (EH) issued a report that addresses the contributions to worker safety and increased safety performance, resulting from the Department's implementation of the DOE Voluntary Protection Program (DOE-VPP). The DOE-VPP was approved and implemented in 1992 to foster improved health and safety performance across the DOE Complex, and is patterned after the Occupational Safety and Health Administration (OSHA) VPP program for the private sector. To date, the Department has twenty VPP-DOE facilities and sites. Throughout its ten-year history, the Department has continually modified and upgraded this program, while adhering to the nationally recognized VPP principles. The input for this report relies heavily on DOE-VPP sites' annual status reports, and the data derived from the Bureau of Labor Statistics (BLS) performance statistics for recorded accidents and injuries. The report authors make a compelling case for both the value-added and the business case for DOE-VPP within the Department.

Specifically, the report addresses the "value added" of the DOE-VPP from two perspectives: from a cost-saving model or "business case" approach, and from a non-costing perspective. The non-costing approach examined areas of performance such as absenteeism, turnover, work quality, productivity, and waste. The cost-measured items included compensation costs,

cost of recordable injuries and illnesses, and lost work time due to injuries and illnesses.

For the cost model approach, two standard models were applied to each of the 20 DOE sites: the DuPont and the DOE Cost-Index Models. Using both approaches, DOE-VPP was shown to have had a significant value added result. Clearly, the analysis demonstrated not only that significant dollar savings occurred at each DOE-VPP site, but also that worker involvement and ownership, major attributes of a VPP, has a major impact on all aspects of worker safety and productivity.

The report is entitled, "The Value Added of the Department of Energy Voluntary Protection Program (DOE-VPP), DOE/EH 0647." You can access the report on the EH DOE-VPP web site at: http://tis.eh.doe.gov/vpp/reports/vppvaluefinal_a.pdf. I encourage each of you to read this thought-provoking report.



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Safety Initiatives at Bechtel BWXT Idaho

Bechtel BWXT Idaho addresses safety improvement through two initiatives: WASP and 'Safety Menu.'

The Worker Applied Safety Process [WASP] is a behavioral observation and feedback process where employees routinely observe one another while performing work. A team of employees operates WASP, acting as anonymous observers, and using a checklist to focus on safety-related behaviors.

The observer provides feedback to the worker, noting both safe and at-risk behaviors. Then, the observation checklists are collected and compiled, and the collective data is analyzed to identify areas for follow-up actions and improvement. The key purpose of WASP is to increase safe behavior, and to

decrease at-risk behavior.

The second initiative, 'Safety Menu,' provides safety reminders in plastic menu holders on all tables in the cafeteria. These reminders may include a variety of safety-related information (i.e., recent safety contest winners, information about upcoming safety meetings, schedules for training, safety messages from management, lessons learned, program reminders, etc.). The goal of the initiative is to inform and educate employees while they are eating lunch or taking a break.

To learn more about these programs, please contact Bowen Huntsman at (208) 526-0388, or via e-mail at bwh@inel.gov

VPPPA Conference in Orlando Activities



Stars Recognized at VPPPA Conference in Orlando

By David Smith

At this year's Annual National Voluntary Protection Programs Participant's Association (VPPPA) Conference in Orlando, FL, the 2nd Annual Department of Energy-Voluntary Protection Program (DOE-VPP) "**Star of Stars**" awards ceremony was again the cornerstone activity for all DOE conference participants.

The DOE "**Star of Stars**" Awards Program has two categories of site-level awards; the **Superior Star Award** and the **Star of Excellence Award**. The **Superior Star Award** is given to those sites that have demonstrated better performance than required for Star level recognition. The **Star of Excellence Award** is given to those sites that have demonstrated outstanding performance, compared to other DOE-VPP sites.

The **Star of Excellence**, the highest site award, went to *BWXT Idaho, LLC*, the operating contractor at the Idaho National Engineering and Environmental Laboratory; *West Valley Nuclear Services, Inc.*, the operating contractor at the West Valley Demonstration site; and to *DynMcDermott Petroleum Operations, Inc.*, operating contractors for both the Big Hill and the Bryon Mound storage facilities at the Strategic Petroleum Oil Reserve.

The **Superior Star Awards** were given to: *MK-Ferguson*, operating contractor at the Weldon Spring Site; *Westinghouse Savannah River Corporation*, the operating contractor at Savannah River; *Battelle Memorial Institute*, operating the Pacific Northwest National Laboratory; *Fluor Fernald*, the operating contractor at the Fernald Environmental Management Project; *Westinghouse TRU Solutions, LLC*, operating the Waste Isolation Pilot Project; *Wackenhut Services, Inc.*, operating security services for Nevada Operations; *Wackenhut Services, Inc.*, operating security services for the Savannah River Site;

Honeywell Federal Manufacturing and Technology, operating the Kansas City Plant; *DynMcDermott Petroleum Operations, Inc.*, operating the Bayou Choctaw and West Hackberry storage sites; *Fluor Hanford*, operating the Central Plateau Remediation Project, *Fluor Federal Services*, the Fast Flux Test Facility, and the *Hanford Services Operation* at the Hanford site; and *Day and Zimmerman Protection Technology Hanford*, the operating contractor for security at the Hanford site.



In addition to the site awards, the DOE "**Star of Stars**" Award Program considers and recognizes outstanding individual performance for both contractor and Federal personnel. Awards are presented in categories recognizing DOE-VPP "**Champions**," those individuals that contribute greatly to the overall DOE-VPP effort; DOE-VPP "**Outreach**," those individuals contributing significantly to outreach and mentoring; and DOE-VPP "**Innovation**," those individuals contributing unique improvements to the program.

This year's DOE-VPP **Federal Champions Awards** were given to *Mr. Victor Taylor*, Fernald Environmental Project Office; and *Mr. Larry Musen*, Richland Operations Office.



Stars Recognized *(Continued from page 3)*

DOE-VPP Contractor **Champions Awards** were given to *Ms. Bertha Cassingham*, Westinghouse TRU Solutions, LLC; and *Mr. John J. Jeskey*, Fluor Hanford. The DOE-VPP **Outreach Award** was presented to *Mr. Bowen Huntsman*, BWXT Idaho, LLC. Mr. Huntsman received the award for his outstanding efforts in taking the DOE-VPP principles of safety and health excellence to the local schools within the community. The DOE-VPP **Innovation Award** was presented to *Mr. Ron Eimer* with the Office of Regulatory Liaison (EH-51), Headquarters. Mr. Eimer received the award for his work in proposing, planning and coordinating an effort to create an "e-VPP" business center, thus making the entire VPP process both computer-based and user-friendly.

At this year's ceremony, two additional DOE-VPP **Champions Awards** were presented to individuals external to DOE, who have helped the Department and its contractors in striving for safety and health excellence. *Mr. John Miles*, Regional Administrator for the Occupational Safety and Health Administration, Dallas Regional Office; and *Mr. Charles Adkins*, Regional Administrator for the Occupational Safety and Health Administration, Kansas City Regional Office, were recognized for their contributions to DOE's overall efforts, and especially for their continuing support to DOE-VPP.

In addition to these awards, Corporate-level support and partnership is recognized as well, primarily because outstanding Corporate-level support plays such an important role in a site's successful pursuit of VPP. This past Spring, during the Hanford Safety and Health Exposition, special achievement awards were also presented to Fluor Hanford Corporation and to Battelle Memorial Institute, for their sponsorship and support of DOE-VPP. At the same time, a **Special Achievement Award** was given to *Mr. Keith Klein*, Manager, Richland Operations Office, for his support of the DOE-VPP throughout the RL community. Last year, the DOE-VPP presented a special achievement award to the Dyn McDermott Petroleum Operations Company, Inc., for their "corporate

support" of VPP and excellence in safety and health.

Pictured on pages 5 -7 are this years award recipients and conference workshops.

New DOE-VPP Awards Criteria Implimented

By David Smith

In its second year since inception, DOE's "Star of Stars" awards program utilizes three distinct criteria for evaluating and giving annual awards for performance beyond results expected of VPP Star sites. These criteria include the following: (1) a site's effectiveness in developing, modifying and achieving challenging annual safety and health goals as determined by review of the site's annual report; (2) the extent and impact of the site's outreach and mentoring efforts based on review of the site's annual report, and any other submitted documentation; and (3) the site's performance, based on review of their safety and health statistics.

The DOE program is designed with these three criteria to avoid too much reliance on safety and health statistics that could create a "recordkeeping incentive." Using these criteria, the "Star of Stars" Award Program places prime emphasis on the annual reporting process, especially the goals- and objectives-setting process that feeds both continuous improvement and the outreach/mentoring obligations. This is the true benchmark of proactive, continuously improving VPP sites. The "Star of Stars" Awards Program has two levels of recognition: the "Superior Star" for sites that approach a recordable incident injury rate that is 50 percent better than the average for U.S. businesses in the same industry code; and the "Star of Excellence" for sites that approach a recordable incident injury rate that is 75 percent better than the average for U.S. businesses in the same industry code. In rare circumstances, though, meeting the statistical criteria may not be crucial in receiving the award, if the site has demonstrated superior ability and performance in the two additional areas of consideration, especially when compared to those sites meeting the statistical criteria and not demonstrating overall superior ability and performance.

Individual Awards

Federal Champions



Larry Munson
Richland Operations
Office



Bob Tabor receives
for Victor Taylor
Fernald Environmental
Project Office



John Jeskey
Fluor Hanford

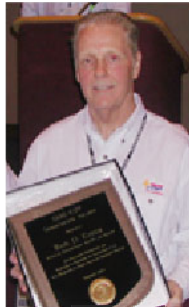


Bertha Cassingam
(Received by
Candace Jierre)
WIPP



Bowen Huntsman
(Received by Idaho
Team VPP Members)

Innovation Award



Ron Eimer
Office of
Regulatory Liaison
(EH-51)

Champions



Charles Adkins
Regional Administrator
for OSHA, Kansas City
Regional Office



John Miles
Regional Administrator
for OSHA, Dallas
Regional Office

Site Awards

Star of Excellence



BWXT Idaho, LLC



**West Valley
Nuclear Services**



**DynMcDermott Petroleum
Operations, Inc., Big Hill**



**DynMcDermott Petroleum
Operations, Inc., Bryon Mound**

Site Awards

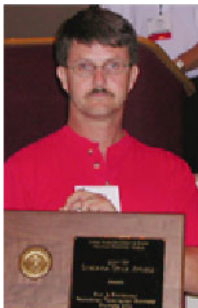
Superior Star Awards



DynMcDermott West Hackberry



Fluor Hanford



*Day & Zimmerman Protection
Technology Hanford*



*Westinghouse Tru
Solutions, LLC - WIPP*



Fluor Hanford



*Honeywell Federal Manufacturing
and Technology - Kansas City Plant*



*Whackenhut Services, Inc.
Savannah River Site*



WSRC



*Battelle Memorial Institute
PNNL*



Fluor Hanford



*DynMcDermott Petroleum
Operations - Bayou Choctaw*



*Fluor Fernald
Fernald Environmental Project*



*Whackenhut Services, Inc.
Nevada Site*

*MK Ferguson, Weldon Spring Site
(not pictured)*

DOE-VPP Workshops in Orlando





RL DOE-VPP Sites Mentor Private Sector

By Larry Musen and Noble Atkins

Richland Operations Office (RL) Department of Energy-Voluntary Protection Program (DOE-VPP) contractors are mentoring with the private sector. DOE-VPP mentoring efforts have proven to be a highly effective tool that results in greatly increased safety and health for workers at other companies and highly successful applicants for both the DOE-VPP and the Occupational Safety and Health Administration's (OSHA) VPP. Through this mentoring effort, the Department has a unique opportunity to share invaluable advice and expertise with others in the DOE complex, as well as with those in the private sector. DOE's mentoring of others ensures that the safety and health expertise developed and maintained using Federal funds receives the widest possible use throughout our complex, our communities, and our Nation.

DOE highly emphasizes the importance of mentoring for those participants in the DOE-VPP. There is no better method of conducting outreach than the mentoring of other sites, facilities, and organizations. Additionally, the demonstration of a continuing commitment to safety and health is best shown through organizational involvement in mentoring others.

Out of 20 DOE-VPP sites throughout the country, RL has eight contractor sites that have earned recognition. Several DOE contractor sites have been mentoring with private sector sites providing support and other resources on how these companies can establish and implement VPP at their respective sites. The companies involved in mentoring range from those involved in construction, demolition and decommissioning, office/engineering, training, research and development, manufacturing, and security forces.

For example, the National Aeronautic and Space Administration (NASA) is an OSHA VPP site that has requested Fluor Hanford and Hanford Environmental Health Foundation to assist them in using a new software as a tool developed at Hanford for performing Automated Job Hazard Analysis (AJHA) and Employee Job Task Analysis (EJTA). NASA believes that the tool will enhance the safety of their workers and will similarly be a useful tool for other sites in the NASA family. Additionally, there will be a significant cost savings to the government resulting from the sharing of these tools developed and currently deployed at the Hanford site.

Several other Richland DOE-VPP sites that are actively mentoring other companies, both within and outside of DOE, in the VPP process include:

Pacific Northwest National Laboratory (PNNL) mentoring Lawrence Livermore National Laboratory;

PNNL and Fluor Handford mentoring Energy Northwest;

Fluor Hanford, Hanford Site Operations mentoring the U.S. Forest Service;

Fluor Handford mentoring Bremerton Naval Shipyard;

RL mentoring Oak Ridge National Laboratory.

All Handford site contractors use the services of other Hanford contractors to perform their annual program evaluations.

All Richland contractors that are in the process of pursuing VPP recognition perform an annual VPP program self-assessment. Each evaluation team is made up of at least seven people. Evaluations typically involve five full days.

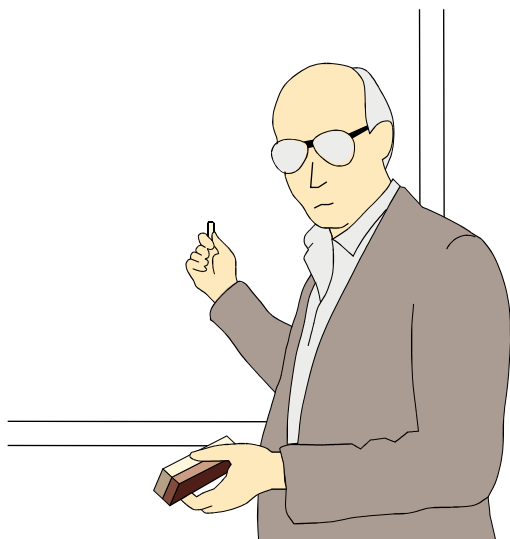
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RL DOE-VPP Sites Mentor Private Sector *(Continued from page 8)*

The information that is provided by the Hanford DOE-VPP contractors is designed to explain and demonstrate ways to save money and time, streamline the application process, and ensure that a smooth initial evaluation results. The contractors provide a variety of useful aids, including hard and electronic copies of the application, supporting materials, questionnaires, "Smart" books, sample annual program evaluations, among others. These items will be of considerable aid once the culture and process are in place for VPP at the mentored companies.

Additional information regarding Hanford's DOE-VPP mentoring may be obtained by calling Noble Atkins at (509) 376-4199, or Larry Musen at (509) 372-4009.



VPP-101 Offered in Hanford

By Larry Musen and Noble Atkins

The Department of Energy (DOE) Richland Operations Office (RL) is recognized for its longstanding sponsorship and promotion of the DOE-Voluntary Protection Program (VPP) among the Hanford contractors. Another objective of RL-VPP efforts is to promote the elements of the DOE-VPP in the surrounding communities and states. Therefore, VPP-101 has been developed to educate attendees on the attributes of VPP at DOE, the Occupational Safety and Health Administration (OSHA), and affiliated states that run their respective Voluntary Protection Programs. All three of these Programs are compatible. The training will be held at the HAMMER Training Facility on Tuesday, November 19, from 8:00am until 12:00 Noon.

VPP-101 is a short course that details the following: history of OSHA, DOE, and State Voluntary Protection Programs, evidences the benefits for a company in pursuit of VPP, and discusses methods of establishing a VPP program.

OSHA's Regional office in Seattle, as well as State OSHA programs in Washington and Oregon have collaborated and plan to attend. Offsite companies are invited at no cost.

RL's DOE-VPP Hanford Program recognizes DOE contractors and subcontractors that demonstrate accomplishments of VPP criteria for protecting workers. Qualified DOE-VPP applicants also often receive public recognition for their health and safety efforts.

For additional information on VPP-101, contact Larry Musen at (509) 372-4009 or Noble Atkins at (509) 376-4199. If you would like to schedule a VPP-101 course at your site, please contact Harry Pettengill at (301) 903-4343.



Safety U 2002

By Judy Spencer

Over 500 Savannah River Site (SRS) employees recently went back to campus at the University of South Carolina, Aiken to participate in the 2002 SRS Safety conference, a two-day event designed to reinforce good safety habits on and off the job.

This year's theme "Safety U 2002 focused on continuing safety education, and gave employees an opportunity to participate in breakout sessions to renew their safety commitment.

For the seventh year, an annual safety open house for the community was held in conjunction with the conference for site employees, featuring over 70 informational exhibits ranging from infant and child safety to fire safety—all designed to enhance safety education. About 1,000 community members and SRS employees came out to learn more about safety.

Off-the-job safety information was presented in a "kid-friendly" format with games and other interactive exhibits to promote early safety education for area youth, as well as adults.



Safety favorites such as Smokey Bear, the site's Voluntary Protection Program Mascot Top Dog along with SRS emergency vehicles and personnel, were also on hand to greet the kids.

Using the Annual Report for Sustaining "Continuous Improvement"

By Rex Bowser

Every February, each DOE Voluntary Protection Program (DOE-VPP) site submits an annual report to DOE Headquarters. The report provides a summary of the previous year's progress, and an assessment of the effectiveness of each site's safety and health program. It also reports the intended safety and health work place goals and objectives for the following year. This exercise offers management and employees an ideal opportunity to both formalize and quantify their plan for "continuous improvement."

The concept behind DOE-VPP involves commitment and ownership between managers and employees, stressing a learning approach to continuously improve worker safety and health. The procedure used to prepare the Annual Report can generate an authentic and useful plan for sustaining safety and health improvement by drawing on the collective learning inherent in the procedure.

Generally, the Annual Report draws upon the annual series of a site's self-assessments. These reviews capture weaknesses, as well as highlight successes and accomplishments. When placed in the context of a site's goals, weaknesses can be transformed into very specific and relevant new goals and objectives. The Annual Report then serves as a publicly documented venue for these new goals.

The Annual Report enables the managers and employees to better facilitate "shared managing," by clarifying past performance, demanding coordination in learning, fostering better communication, requiring team participation for safety and health decisions, encouraging meaningful planning, and emphasizing prevention and accountability. All of these attributes are, of themselves, the hallmarks of a vibrant VPP, thus capturing the true value in the reporting requirement. By preparing a complete and thorough VPP Annual Report, sites are sustaining an effective safety and health culture in the workplace.



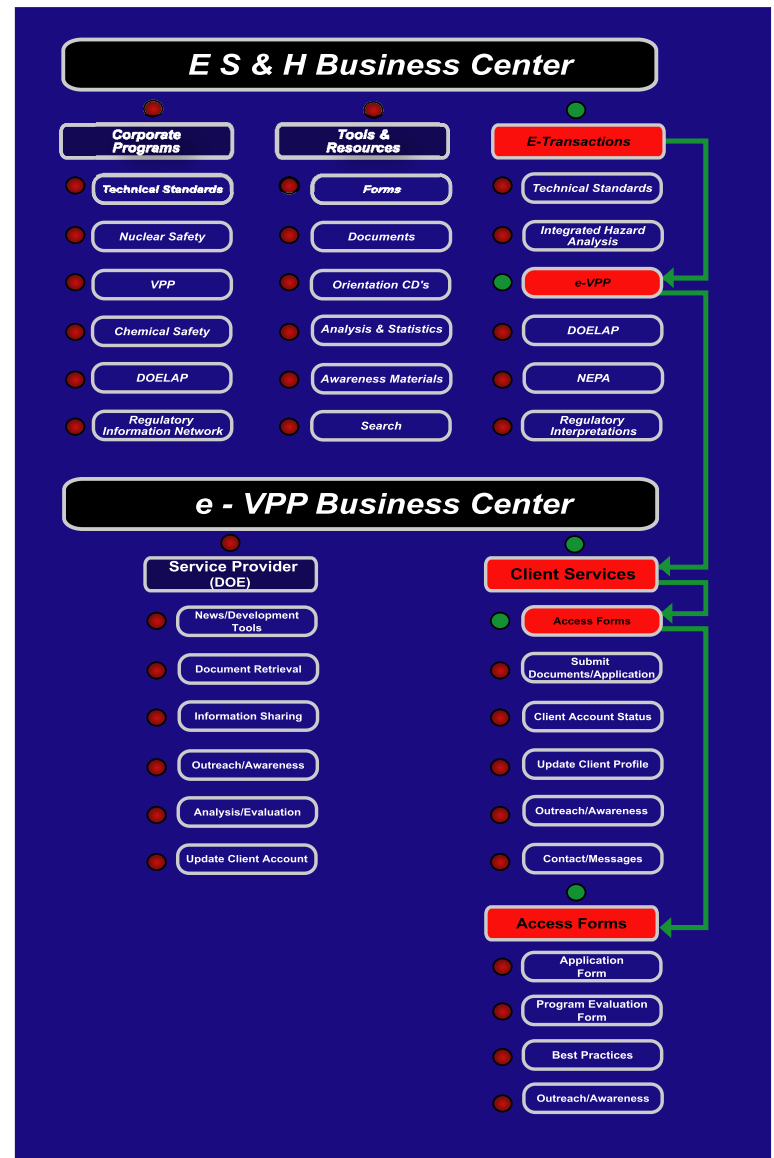
Electronic DOE Voluntary Protection Program

By Ron Eimer

When you read the title, you may be asking yourself what has happened to the Department's former Voluntary Protection Program (DOE-VPP)? Well, actually nothing has fundamentally changed with the exception that the electronic VPP, or e-VPP, is a new tool that in the future will make the preparation and processing of program-related documentation and related communications much more efficient for all affected parties. For example, with the e-VPP, application completion and filing will be an easier undertaking; the same applies for the annual program evaluation. Feedback to applicants on their submitted documents will be faster and an applicant's response to any inquiries will be much simpler and efficient with this electronic tool. Other useful features will also be built into the system.

The e-VPP is now under development by the Office of Regulatory Liaison, EH-51, and is scheduled to debut sometime in mid-2003. The project is an e-government initiative. The e-VPP will be a component of the planned electronic ES&H Business Center that will ultimately enable faster and more efficient electronic transactions across a variety of EH programs. The Business Center, and the e-VPP, will be web-based with easy access afforded via several EH web sites.

The concept for the e-VPP was introduced at the DOE-VPP Program Meeting session at the recent Voluntary Protection Programs Participants' Association (VPPPA) conference held in Orlando, Florida in September 2002. At this juncture, plans call for a demonstration of the e-VPP system at the next VPPPA conference to be held in September 2003 in Washington, DC. Prior to that milestone, a beta model will be tested in conjunction with several volunteer DOE sites. Progress updates will be provided in this newsletter over the course of the next several months to keep readers apprised of the project's status, so stay tuned.



For more information on e-VPP, please contact:

Mr. Ron Eimer
ron.eimer@eh.doe.gov
301 903-2927

WVNSCO Winter Safety Campaign

By Kris John

With winter just around the corner, the Safety Success Team will be kicking off the 2002/2003 WVNSCO



Winter Safety Campaign. The campaign will run from November 20, 2002 through April 16, 2003, with many activities to help remind employees to be extra cautious during the winter

months and to help eliminate slips, trips and falls due to the weather.

The theme of this years' campaign will be to **“Just Do It”**. With this theme, employees will be asked to help prevent winter hazards, by just doing it. Spreading ice melt if needed, shoveling walkways and stairs, reminding others to use handrails, wiping up any standing water tracked in from boots, informing others of slippery conditions, or by just calling the proper personnel to have the hazard corrected.

Many of the activities planned during the campaign will reinforce this years' theme: **Adopt a walkway/stairway program** - will have employees taking control of their areas by keeping them free from snow and ice. **Protect your Manager Fashion Show** - departments will sign up for this unique fashion show, and be asked to demonstrate ways to eliminate slips, trips and falls by dressing up their managers in protective outerwear. **Winter Crossword Connection** - weekly winter safety messages will be sent out for employees to complete a crossword puzzle. The messages will have specific winter safety tips, these tips will be used to help the employee to complete the crossword puzzle. **Guess the Snowfall** - employees will be asked to turn in their guess on this winter's snowfall.

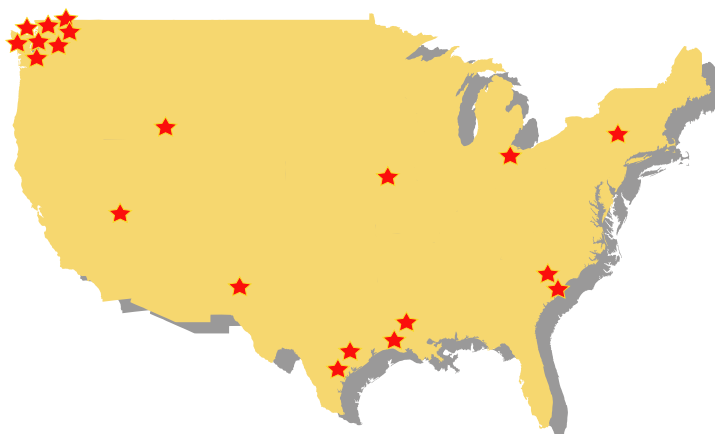


This campaign is intended to remind all of us to keep safety up-front and personal, and to help eliminate winter hazards.



2003 Conferences and Workshops

- March 5-7** ***Region VI Chapter Conference, Radisson Plaza, Fort Worth, TX***
Reservations: (817) 870-2100
- April 22-23** ***Region V Chapter Conference, Midwest Express Center, Hilton Milwaukee City Center, Milwaukee, WI; Reservations: (414) 271-7250***
- May 5-7** ***Region X Chapter Conference, West Coast Hotel, Pasco, WA; Reservations: (509) 544-3913***
- May 7-9** ***Region II Chapter Conference, Sheraton Saratoga Springs Hotel & Conference Center, Saratoga Springs, NY; Reservations: (518) 584-4000***
- May 14-15** ***Region VIII Chapter Conference, Denver, CO***
- June 10-12** ***Region I Chapter Conference, York County Technical College (Tentative); Wells, ME***
- June 16-18** ***Region IV Chapter Conference, Kingston Plantation, Myrtle Beach, SC; Reservations: (800) 876-0010***
- July 10-11** ***Region III Chapter Conference, Radisson Fort Magruder Hotel & Conference Center (Tentative), Williamsburg, VA; Reservations: (757) 222-2250***
- July 24-25** ***Region IX Chapter Conference, Scottsdale Conference Center, Scottsdale, AZ Reservations: (800) 528-0293***
- Sept 8-11** ***19th Annual National VPPPA Conference, Marriott Wardman Park Hotel,***



Article submission and feedback to: the e-VPP Starburst
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at carlos.coffman@eh.doe.gov, or 301-903-6493.